



ARIZONA

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Program Overview

In November 2000, Arizona voters approved Proposition 301, an education bill that included funding for districts to implement performance-based pay for teachers statewide. Proposition 301 established the Classroom Site Fund (CSF), which provides districts with additional funding for performance pay from a sales tax increase of 0.6 percent and from land revenue accrued by the public schools. The state requires that districts allocate the funding as follows: 40 percent for performance-based pay; 40 percent for school climate activities such as dropout prevention, class size reduction, and professional development; and 20 percent to increase the base salary of teachers.

The state provided districts substantial flexibility in deciding how to define performance-based compensation for teachers. A 2002 survey found that most districts rewarded teachers for district-, school-, or grade-level performance. Although few districts based awards solely on individual performance, several districts gave rewards for both individual and group performance. Each school district governing board must vote on and adopt its plan at a public meeting.

Because CSF is implemented in many ways, there is no statewide evaluation of the program; rather, the state of Arizona finance division and the Auditor General require each district to report on its CSF expenditures and provide a summary the results of the CSF program. In the 2007 fiscal year, districts spent more than \$351 million from the CSF, with teacher salary increases ranging from \$924 to \$8,203.

Program Information

- [Classroom Site Fund Information](#)
- [Classroom Site Fund Frequently Asked Questions](#)

Select Articles and Reports

- Office of the Auditor General. (February 2008). [Arizona's Public School Districts' Dollars Spent in the Classroom Fiscal Year 2007.](#)
- Consortium for Policy Research in Education. (February 2002) [A Case Study of Proposition 301 and Performance-Based Pay in Arizona.](#)



- National Comprehensive Center for Teacher Quality. [Quality Teaching in At-Risk Schools: Key Issue: Performance-Based Pay](#)